



June 20, 2007

Janet Sten
Federal Coordinator for Plan Review and Approval
U. S. Department of Labor
Employment and Training Administration
Office of Workforce Investment
Division of Workforce System Support
200 Constitution Avenue NW
Room S 4231
Washington DC 20210

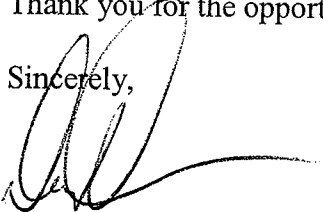
Dear Ms. Sten:

Attached is an official addendum (2) to the State of Indiana's Modification to the Strategic Plan for Title I of the Workforce Investment Act of 1998 and the Wagner-Peyser Act, July 1, 2005 through June 30, 2009. The addendum provides clarification to the Strategic Plan based on comments received from Region V, Department of Labor and reflects Workforce Investment Act and Wagner-Peyser performance negotiations for Program Years 2007 and 2008.

The clarifications for appropriate sections of the Strategic Plan are attached. The clarification will also be posted on the web site for public review and comment. New wording for the State Plan is in regular type, with original wording *italicized*. The clarifications will be incorporated into the Strategic Plan once approval is provided. The Indiana Department of Workforce Development will revise DWD Communications 2005-16, 2006-8, 2006-10, and 2006-20 in accordance with the Strategic Plan no later than September 1, 2007. Indiana's Federal Project Officer will be notified as each policy is revised.

Thank you for the opportunity to clarify the Strategic Plan.

Sincerely,


Andrew Penca
Commissioner

State of Indiana Response
June 20, 2007

Statutory Cite	Explanation
III.B.6	<p><i>The Council is required to comply with the State's Public Meeting and Open Records Statutes.</i> The Council also complies with 20 CFR Part 661.207 regarding conducting business in an open manner under the "sunshine provision" of WIA section 111(g). For individuals with disabilities, all meetings associated with the Council are held in buildings in compliance with the Americans With Disabilities Act (ADA.)</p>
VI.	<p>The State Workforce Innovation Council serves as both the State's Council and the workforce investment board for the balance of state. The Department of Workforce Development provides staff support to the Council for both its roles. The SWIC, acting as State Council, formula allocates the State's Workforce Investment Act state allotments to Indiana's two workforce investment boards, as required by federal and state law. The SWIC, acting as the workforce investment board for the balance of state, allocates by formula to the eleven regional workforce boards. The SWIC, acting as the workforce investment board for the balance of state, is the selecting and awarding authority for grants and contracts in accordance with Department of Labor approval of Waiver 1b and statutory requirements which reserve this authority to the local board. The SWIC, acting as the workforce investment board for the balance of state, signs the grant documents between each regional workforce board and the State. By signing the grant, the SWIC, acting as the workforce investment board for the balance of state, provides approval the workforce development activities conducted in the regional area. The Balance of State Workforce Board provides guidance to the newly created system through policies and procedures from the Department of Workforce Development.</p> <p><i>The balance of state workforce service area is divided into eleven regions based on data and analysis described in Section 1 of this plan. These eleven regions range in size from five to twelve counties. Each area is a unique labor market region.</i></p> <p>There is a single fiscal agent for the Balance of State Workforce Service Area in accordance with the provisions of the WIA Section 117(d)(3)(B)(i)(II) which is the Department of Workforce Development. DWD competitively procured an entity to provide fiscal services across the State. However, DWD also allowed each regional workforce board to competitively procure their own fiscal entity in conjunction with their Regional CEO to assist in the administration of grant funds allocated to the Region. The balance of state WIB in conjunction with the State selected a fiscal agent for the eleven RWBs. Each RWB in conjunction with their Regional CEO has had the opportunity to select their own fiscal agent in lieu of the state fiscal agent.</p>

State of Indiana Response
June 20, 2007

VI.E.	<i>Coordination will occur between WIA youth programs, Job Corps programs operating in the State, and other youth program grantees, including apprenticeship programs.</i>
VII.B.	<i><u>Employer Services</u> – These services are directly associated with WorkOne services for employers. They are the service set that creates a professional atmosphere for employers and will continue to grow as we move forward. Service delivery to employers will be accomplished in an integrated fashion, as described. These employer services are:</i>
VIII.	<i>Indiana put in place policies that provided for increased competition in the selection of support staff and service providers. All policies concerning competition and non-competition comply with applicable federal and state policies and regulations. The Balance of State Workforce Investment Board provided guidance on procurements, including sole source, to the newly created system through policies from the Department of Workforce Development.</i>
VIII.G.6.	<p><i>Indiana is moving toward a policy that provides for increased competition in the selection of support staff and service providers. Under the two-WSA system, WIA service providers for the regions and for the Marion County WSA are competitively procured. This includes:</i></p> <ul style="list-style-type: none"> <i>• Adult and Dislocated Worker service providers</i> <i>• Youth service providers</i> <i>• Regional Operators (Balance of State regions only)</i> <i>• One-Stop Operators (Marion County only)</i> <i>• Fiscal Agents (for those not using the state-selected vendor).</i> <p>Policy was issued providing guidance on competitive procurements.</p> <p>All service providers, including youth, shall be assessed by at least the following criteria:</p> <ul style="list-style-type: none"> ○ Satisfactory record of past performance in providing similar services ○ Satisfactory record of organizational integrity and fiscal accountability ○ Necessary organizational experience and operational controls ○ Adequate management and participant data systems to generate timely and accurate reports ○ Ability to meet the desired goals at a reasonable cost
VIII.K.8.	<i>The definition regarding the “requires additional assistance to complete an education program, or to secure and hold employment” criterion found at 20 CFR Part 664.200(c)(6) has been delegated to the Marion County workforce investment board and the regional workforce boards, as appropriate.</i>
X.D.2.	<i>Performance is tracked locally on most measures. The targeted groups under WIA title I, the Wagner-Peyser Act or Title 38 Chapters 41 and 42 (VETS) and WIA Sections 112(b)(3) and 136(b)(3), are tracked in the state’s performance management system and reported in the WIA Annual report.</i>

State of Indiana Response
June 20, 2007

	<i>On wage-based and customer satisfaction measures, the State supplies quarterly updates to the WIBs and RWBs. To shorten the gap between program outcome and outcome measurement, Indiana is working to develop new measurement systems to provide feedback on real-time measures. DWD anticipates this endeavor will provide WIBs and RWBs better management tools to ensure program success.</i>
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**Program Years 2005, 2006, 2007 and 2008
Workforce Investment Act Performance Goals
for**

Indiana Workforce Investment Boards & Regional Workforce Boards

	PY'05 Goals*	PY'06 Goals**	PY'07 Goals**	PY'08 Goals**
ADULTS				
Entered Employment Rate	81%	82%	83%	83%
Employment Retention Rate	82%	84%	84%	84%
Earnings Change	\$3,360			
Average Earnings		\$10,403	\$10,403	\$10,788
Employment & Credential Rate	64%	64%	70%	70%
DISLOCATED WORKERS				
Entered Employment Rate	86%	87%	89%	89%
Employment Retention Rate	90%	91%	91%	92%
Earnings Change	-\$2,420			
Average Earnings		\$14,544	\$14,544	\$14,689
Employment & Credential Rate	61%	62%	66%	67%
OLDER YOUTH				
Entered Employment Rate	72%	73%	77.5%	79%
Employment Retention Rate	82%	84%	84%	84%
Earnings Change	\$3,000	\$3,200	\$3,200	\$3,200
Credential Rate	46%	48%	53%	55%
YOUNGER YOUTH				
Skill Attainment Rate	86%	87%	87%	88%
Diploma Attainment Rate	60%	60%	62%	64%
Retention Rate	61%	62%	67%	68%
CUSTOMER SATISFACTION				
Participant	73%	74%	77%	77%
Employer	70%	71%	71%	71%

**Program Years 2005, 2006, 2007 and 2008
Wagner-Peyser Performance Goals
for**

Indiana Workforce Investment Boards & Regional Workforce Boards

	PY'05 Goal	PY'06 Goals**	PY'07 Goals**	PY'08 Goals**
Wagner-Peyser Entered Employment		63%	66%	67%
Wagner-Peyser Employment Retention		81%	82%	82%
Wagner-Peyser Average Earnings		\$11,157	\$11,715	\$11,890

* These were the goals for Indiana's fifteen workforce investment boards in Program Year 2005.

** These are the goals for Indiana's two workforce investment boards in Program Years 2006, 2007 and 2008 and the eleven regional workforce boards.